



# TREEHOUSE

## **Vice President of Network Engagement and Curriculum**

### **POSITION PROFILE**

On behalf of our client TreeHouse,  
CohenTaylor Executive Search Services is conducting a  
retained executive search for its Vice President of  
Network Engagement and Curriculum.

## About TreeHouse

TreeHouse is on a mission to end hopelessness among teens. Through safe, grace-based environments and one-to-one mentoring, teens build resiliency, form healthy relationships, establish positive coping skills, and actively plan for their futures. Transformation happens from the inside out as teens come to believe they are lovable, capable, and worthwhile. Our vision is for every teen to be rooted in the living hope of Jesus—unleashing untold potential in themselves and their communities.

TreeHouse culture includes a strong commitment to diversity, equity, and inclusion (DEI), and staff are grounded in the core values of GRACE (Growth, Relationships, Authenticity, Community, Empowerment). Both determine how the organization builds healthy relationships with diverse populations of teens, alumni, donors, colleagues, volunteers, network sites, and the general public. TreeHouse is growing to lead the nation as a training and equipping organization, currently serving more than 3,000 teens annually across more than 50 sites in 10 states.

### GENERAL TREEHOUSE STAFF REQUIREMENT

By God's grace, TreeHouse staff live out Christian faith and values in ways that are consistent with the teachings of Scripture, and by participating in a fellowship of believers for spiritual enrichment, encouragement, support, and accountability.

### MISSION

To end hopelessness among teens through grace-based programs and environments where teens learn to know a loving God, build resiliency, develop healthy relationships, and plan for the future.

### SO THAT

Every teen is rooted in the living hope of Jesus—unleashing untold potential in communities everywhere.

**Department:** Training and Coaching

**Reports to:** President & CEO

**Status:** Full-time

**Classification:** Exempt

**Work Hours:** Hybrid work schedule with flexibility

**Benefits:** Competitive benefit package



## The Role

TreeHouse is working earnestly to build and sustain a national movement of Christ-centered organizations in diverse communities who are on a mission together to end hopelessness among teens. The Vice President of Network Engagement and Curriculum will play a critical leadership role in this work, as they look to further position the organization as a trustworthy training and equipping organization to launch and sustain this movement.

The VP of Network Engagement and Curriculum will oversee the Training and Coaching team, supporting, and contributing to the vision and strategy for strengthening the organization's internal and external curriculum and working in partnership cross functionally with the Network Expansion team to sustainably grow, equip, and retain network sites.

The incoming leader will bring a depth of experience in the methodology and development of innovative curriculum to take TreeHouse's current model to the next level. In addition, they will bring authentic leadership and relationship building to support TreeHouse's training and development function, both internally and externally.

As the teen mental health crisis continues to persist, with depression and anxiety in teens on the rise, TreeHouse's mission is more crucial than ever. The VP of Network Engagement and Curriculum role is vital to this effort. The ideal candidate will bring an understanding of the challenges we are facing as well as the tools needed to meet them head on.

## ESSENTIAL JOB FUNCTIONS

### **Curriculum Strategy, Methodology, and Development**

- Contributes to the overall strategy for the Network Engagement and Curriculum function, ensuring curriculum design and methodologies for teens and young adults, are based on innovative pedagogies and best practices resulting in high quality teaching and learning experiences.
- Owns the creation and updating of best-in-class training, curriculum, and job aid content in TreeSources platform.
- Enhances and develops our current 24 month lesson plan for adults serving teens.
- Provides leadership in the annual curriculum process.
- Provides expertise in evaluation and measurement of curriculum and tools for continuous improvement purposes.
- Ensures TreeHouse's core values are consistently upheld in the development of the new curriculum.

## Network Engagement

- Provides thought leadership on the future of TreeHouse's youth mental health curriculum.
- Leads the Coaching team as they encourage, equip, support, and cast vision for all network sites.
- Supervises the Network Engagement and Curriculum team, mentoring and helping team members to assist in their ongoing professional development.
- Leads quarterly virtual gatherings for network sites.
- Ensures we continuously improve the value we're adding to network sites. (billing, contract management, allowing the needs of the network to drive strategy)
- Fosters and sustains relationships with leaders at partnering organizations to ensure quality services from TreeHouse and to manage contract changes.
- Provides ongoing, sustainable coaching for network sites.

## Training and Development

- Oversees onboarding training for new network sites.
- Leads the strategy, planning and execution of TreeHouse's all-staff training opportunities.
- Sets up new staff cohort training opportunities and personality assessments.
- Provides network sites with training opportunities.



## The Ideal Candidate

The ideal VP of Network Engagement and Curriculum is a strategic, innovative, and hands-on leader with a proven track record in curriculum development and training. While no one candidate will have all the criteria enumerated below, the ideal candidate will possess many of the following professional and personal abilities and attributes:

- **Mission Connection:** A leader who brings a passion and innate commitment to this work; a heart for teens and a love of Jesus.
- **Authentic and Relational:** An ability to connect across internal and external stakeholders of the organization; to support network site leaders at the heart level.
- **Intercultural Competence:** Excellent intercultural communication skills with teachability related to diversity, equity, and inclusion.
- **Technical Skillset:** 5+ years of experience in higher education or pertinent curriculum development role, ideally in a leadership capacity. Brings demonstrated experience designing and implementing e-learning training and curriculum.
- **Strategic:** Ideally with experience casting a vision and plan, one who can contribute to the strategic direction of TreeHouse to further enhance, accelerate, and support the work.
- **Growth-minded and Innovative:** A leader with experience bringing thought leadership in the curriculum and training space; ideally with experience leading the function through a period of sustained growth and scalability.
- **Analytical Mindset:** A leader with demonstrated ability to utilize evaluation methods that will drive greater curriculum and training effectiveness to promote increased value with internal and external stakeholders.
- **Proven Leader:** One who leads by example, with a demonstrated ability to challenge and encourage a seasoned, strong team.
- **Project Management:** An ability to oversee multiple projects related to curriculum and training modules.

## REQUIRED QUALIFICATIONS

- Master's degree or higher in curriculum development, teaching, coaching, or a related field.
- Customer relationship management (CRM) experience.



**For more information or to send your credentials,**

**please email**

**[treehouse@cohentaylor.com](mailto:treehouse@cohentaylor.com).**

**All inquiries will remain confidential.**

TreeHouse is an equal opportunity employer and proudly values diversity. We encourage candidates of all backgrounds to apply.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contract will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

